

December 12, 2017

## What's happened since we voted to join the Coalition of Kaiser Permanente Unions?

This summer OPEIU Local 8 members voted to join the Coalition of KP Unions, a federation of 28 unions that represents over 110,000 KP employees nationwide. These unions include UFCW, SEIU, CWA, Operating Engineers along with other OPEIU locals in different states. The Coalition is the umbrella group that bargains with KP and represents us in many labor/management interactions. (<http://www.unioncoalition.org/>)

As a member of the KP Union Coalition, Local 8 members have a right to come under the "National Agreement" which is negotiated and applied to all Coalition unions. This Agreement is effective October 1, 2015 through September 30, 2018. (<http://Impartnership.org/2015-national-agreement>)

Not all terms and conditions of the National Agreement automatically apply to new bargaining units joining the KP system. We will be negotiating with Kaiser on how the National Agreement will be implemented for OPEIU members in Washington.

We are not alone! The other two unions at KP/WA — United Food and Commercial Workers Local 21 (UFCW) and Service Employees International Union 1199NW (SEIU) — have now joined the Coalition of KP Unions and must also bargain with Kaiser as to how the National Agreement will apply to their members. Knowing that together we are stronger, our unions will be bargaining together with Kaiser.

We will start "interest-based" bargaining in early January. Our united goal is to apply all of the terms and conditions of the National Agreement as soon as possible. We will not be negotiating any changes to the National Agreement. We will only be addressing how its current and future terms are applied.

## What needs to happen next?

Next year will be very important for all KP/WA union members. Multiple kinds of negotiations will be happening that will determine wages, benefits and working conditions for years to come. Here are the bargains we need to accomplish in 2018:

### 1. Negotiations with KP/WA Unions (OPEIU, UFCW and SEIU 1199NW) over Kaiser applying the National Agreement in the new KP/WA Region:

This bargain will begin in January and will be held in the Seattle area. Each Union has agreed to limit the size of their Bargaining Teams based on the size of their bargaining unit. OPEIU Local 8 may have ten (10) KP members participate. Bargaining will begin the first week in January.

### 2. Negotiations over our own Collective Bargaining Agreement (CBA):

Our current contract with KP/WA expires March 31, 2018. Before KP acquired Group Health, we relied on our CBA to determine wages, benefits and working conditions. Going forward, the National Agreement drives overall wage increases and benefit standards. Although we will still need the protections, procedures and practices of our local contract, we won't know what our issues might be until we see how the National Agreement will be applied locally. As the KP/WA Unions bargain progresses, we'll survey all of our members about local priorities and options.

### 3. Negotiations with KP and the Coalition of Kaiser Unions over the next National Agreement:

With the current National Agreement expiring on September 31, 2018, negotiations for a new contract will begin in April. This bargain is between Kaiser and the Coalition of Unions — representing thousands of workers across the US. As you can imagine, this is quite an undertaking. Each union will have representation at the national bargaining table based on the number of KP employees they represent. Local 8 is entitled to one (1) representative at that level but there will be local subcommittees lending support and a local ratification vote at the end.

**Questions? Contact your Union Representative: Amanda Montoya ([amanda@opeiu8.org](mailto:amanda@opeiu8.org)), Leslie Liddle ([leslie@opeiu8.org](mailto:leslie@opeiu8.org)) or Mary Maloy ([marym@opeiu8.org](mailto:marym@opeiu8.org))**

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